



St. Andrews Primary School Equalities

To be read alongside Aberdeenshire Council's policy

Rationale

As employees of Aberdeenshire Council, all staff at St Andrews School follow Aberdeenshire's Equality policy. The Council aspires to be a productive organisation that values diversity and utilises the widest possible sources of talent from all sectors of the community.

Within St Andrews School all our children have the right to fair treatment regardless of their race, religion or abilities. (Article 2)

Aims

- To ensure all staff are treated equally and inequalities are addressed.
- To ensure pupils are knowledgeable about equalities and how to challenge discrimination.

Staff Responsibilities

- All new staff must complete the Equalities and Diversity courses available via the Aberdeenshire Learning and Development Online (ALDO) portal.
- All existing Staff must ensure that they remain aware of the principles of Aberdeenshire's policy either by revisiting the ALDO course or reading the policy available on the Staff Drive or on Arcadia.

Teaching and Learning

- Our School and class charters ensure that all the children have access to the same rights, according to the UN Convention for the rights of the child.
- Assemblies and health and wellbeing lessons may look at how we treat others.
- Assemblies and Social Subjects lessons may consider how children were treated in the past and how they are treated now across the world.
- Children will be encouraged to take part in activities which allow them to respond to inequalities and discrimination such as fundraising for local and national charities.
- The school will try all possibilities to ensure that all children are included in activities where appropriate for their needs and development.
- Situations where inequalities are highlighted in a negative way by either pupils or staff will be treated using a restorative approach in the first instance and then further consequences may be applied where necessary.